

# *Al S. Thompson, Jr.*

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## **EDUCATION**

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Saint Mary's University, Minneapolis, Minnesota – Ed.D., Educational Leadership  
Dissertation entitled, "Institutional Effectiveness Officers' Perceptions of Factors Impacting Institutional Effectiveness Activities."

The University of Iowa, Iowa City, Iowa – M.A., Counselor Education and Student Development,  
Minor Emphasis in Higher Education Administration

The University of Iowa, Iowa City, Iowa – B.A., Psychology

## **SUMMARY OF SKILLS**

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- Led large and small teams through strategic planning and organizational change, including vision, mission, goals, and objective building.
- Developed university-level and divisional crisis management protocols.
- Cultivated strong and intentional campus, local, and governmental relationships.
- Worked cooperatively, collegially, and collaboratively with students, faculty, staff, and administrators across university divisions and colleges to ensure the integration of programs and services that enhance retention, graduation rates, academic/career success, and personal development of students.
- Effective strategic planner for student outcomes and campus resources.
- Sensitive, effective, and visible advocate for the needs of the majority as well as underrepresented student populations. Demonstrated commitment to the development of inclusive environments.

## **PROFESSIONAL WORK EXPERIENCE**

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**Vice Chancellor for Student Affairs – Student Affairs Division; University of Wisconsin-Stevens Point. July, 2011 – Present.**

**University's Chief Diversity Officer – Executive Division; University of Wisconsin-Stevens Point. July, 2012 – Present.**

### **Administrative Oversight**

- Serve as a member of the Chancellor's leadership team responsible for the successful implementation of the University of Wisconsin-Stevens Point's strategic plan, *Partnership for Thriving Communities*. Co-chair the university's strategic planning committee with the Provost.
- Responsible for the leadership and direction of the Division of Student Affairs serving an undergraduate and graduate population of approximately 9,400 students.
- Administer a budget of 40 million dollars with the responsibility of renovation, construction, and management of 18 university buildings.
- Supervise approximately 220 professional staff, 10 graduate assistants, and over 1100 student employees.
- Responsible for the direction, planning, and implementation of the following areas:
  - Allen Center
  - Athletics
  - Campus Activities and Recreation
  - Campus Reservations
  - Center for Prevention
  - Counseling Center
  - Dean of Students
  - Dining and Summer Conferences
  - Diversity and College Access
  - First Year Experience
  - Health Enhancement Center
  - Radio Station
  - Residential Living
  - Student Affairs' Fiscal Analyst
  - Student Health Services
  - Student Involvement and Employment Office
  - University Centers
  - University Child Care Center
  - University Store and Text Rental
- Work with the Provost and Vice Chancellor for Academic Affairs to develop the First-Year Experience Office which includes Orientation, MAP-Works/Early Alert program, and Welcome Week.
- Creation of the Center for Prevention of Substance Abuse.
- Creation of the Cross Divisional Assessment Team (CDAT) in collaboration with Academic Affairs which was cited in being compliant with the Higher Learning Commission.
- Cultivate the Student Affairs' Strategic Planning Committee that completed the draft of a five year strategic plan.

- Student Affairs Strategic Plan Implementation
  - Functional Teams – Auxiliaries, Health and Wellness, Diversity, and Retention
  - Formed Marketing/Communication, Web Site, and Professional Development Committees
  - Formed the Dean of Students Office
- Enter the initial planning stages for an apartment style hall, which in collaboration with the City of Stevens Point will include retail space.
- Created living and learning communities to improve student engagement, retention, and persistence.
  - The retention rate for first year students participating in living and learning communities was 90 percent compared to 76 percent of first year students not participating in the program.

### **Fiscal Management, Building Projects, and Fundraising**

- Oversight of the construction and opening of a new residence hall, the Suites@201 which was a 30 million dollars project.
- Negotiated the contract with US Bank, (full serviced bank with ATM sites) and 200,000 dollars annual scholarship program for our students.
- In collaboration with the Division of Business Affairs, reorganized the fiscal reporting structure for the Division of Student Affairs.
- Extensive renovations within existing residence halls with a commitment of \$34 million dollars toward the improvements of living/learning areas.
- Residence halls operate at 100 percent renewable energy.
- Completed feasibility study for the DeBot Residential Dining Center HVAC and Interior Renovation with funding for the project being 17 million dollars.
- Gained Student Government Association's support of a new Health and Wellness Facility (\$40 million) that will house University of Wisconsin – Stevens Point's Student Health Clinic, Counseling Center, Child Care Center, Center for Prevention, Intramural/EdVentures, and Fitness Center.
- Successfully awarded a 2.5 million dollars, five-year Upward Bound grant from the U.S. Department of Education.
- In partnership with the UWSP Foundation, total gifts to the Division of Student Affairs exceed 500,000 dollars.

### **Student Development Oversight**

- Developed a model "Concerned Student Team" to respond to students in crisis and assist them in finding the immediate support they may need.
- Responsible advisor for Phi Kappa Phi and Phi Eta Sigma Honor Societies.
- Responsible administrator for Student Government Association.

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- Student Government Association funded and implemented the Student Green Fund.
- Developed a Statement of Relationship with UWSP's Sororities and Fraternities spring 2012.
- Reinstated the Greek Task Force spring 2012.
- Requested and attended numerous meetings and visits in the residence halls with students and staff to gain knowledge and appreciation of the living/learning environment of University of Wisconsin – Stevens Point.
- Developed and maintained a close relationship with the University of Wisconsin - Stevens Point's ROTC by participating in officers' ceremonies including the Military Ball and ROTC Cadet Commissioning.
- Developed and implemented the University of Wisconsin - Stevens Point's Alcohol and Other Drugs Abuse (AODA) Plan.
- Invited discussions with students, faculty, staff, and guests as needed to address a variety of student and community concerns. Works collaboratively to resolve conflicts and situations in a principled and developmental manner.

### **Diversity and Inclusive Excellence Oversight**

- Worked with the Provost to develop a Center for Inclusive Learning. A new kind of teaching and learning center that puts inclusive excellence at the core of the university's mission and campus community. This new teaching and learning center will be responsible for a collection of efforts aimed at realizing the goals of inclusive excellence through comprehensive professional development, including areas as instructional and course development, inclusive pedagogy, academic and career advising, mentoring, service learning, student employment, and volunteer service.
- Assessed the success of equity and inclusion programs, including sexual harassment, and developing and implementing processes to track and monitor training, presentations and other engagements with the University community.
- Partnered with campus academic departments to support diversification of the curriculum and educational research related to diversity, multicultural perspectives, access, and equity.
- Formed the Diversity Council which is comprised of faculty, staff, and students. The council drafted a diversity strategic plan for the university with clear strategic objectives and timelines for completion.

### **Community Relations**

- Co-chaired with the Mayor of Stevens Point the Alcohol and Other Drugs Prevention Substance Committee to foster support and leadership for comprehensive, campus-wide and community initiatives aimed at enhancing living and reducing student harms including alcohol and other drug abuse, sexual violence, and other behavioral issues.

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- Facilitated a positive working relationship with the Old Main Neighborhood Association regarding university and community collaborations.
- Met with SEED Schools' Foundation Board in Washington D.C. and Maryland regarding our retention efforts for their students. SEED schools are high-performing, college-preparatory public boarding schools serving students from traditionally underserved communities.

### **Crisis Management**

- Integral member of the University crisis management team
- Established the UWSP Behavior Intervention Team, comprised of faculty and staff to provide support and intervention for students in crisis and to assist faculty working with students in crisis.
- Worked with the Title IX Coordinator to ensure university compliance with Title IX mandates and to enhance proactive outreach prevention and support services.

### **Associate Vice President for Student Affairs and Dean of Student Life – Student Affairs Division; Eastern Washington University. August 2008 – June 2011.**

- Managed the operations, financial and human resources of the Student Life division which include departments that provide student learning and development opportunities: Office of Student Activities (including Greek Life, Clubs and Organizations, Campus Programs), Residential Life, Campus Recreation, and Student Leadership.
- Managed the operations, financial and human resources of the Student Life division which include departments that provide student and college-wide support services: Health, Wellness and Prevention Services, Counseling and Psychological Services, Career Services, Disability Support Services, Office of Student Rights and Responsibilities, and Student Life Accounting.
- Served as the primary administrative liaison with the Associated Students of Eastern Washington University.
- Articulated the mission of the Division of Student Life, as well as the missions of the University and Student Affairs; work to promote consensus among the various constituents of the University.
- Provided effective administration of Student Life and its programs, including development and implementation of strategic plans for the Division.
- Provided leadership in the development, implementation, and evaluation of policies and regulations pertaining to Student Life.
- Contributed to the successful recruitment and retention of students through a positive and active Student Life presence.

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- Responded to students in crisis and crisis situations impacting students; ensure appropriate university and/or community constituencies and/or student families are informed and/or involved in response and resolution (in compliance with FERPA); and refer students, when appropriate, to other university or community resources.
- Served as liaison to Board of Trustees Committee on Student Affairs
- Functioned as an ambassador/liason for Student Life with alumni, parents, students, neighbors, community leaders, and professional colleagues.

### **Assistant to the Chancellor for Affirmative Action and Diversity; University of Wisconsin-LaCrosse- LaCrosse, Wisconsin. July 1997 – June 2008.**

- Administered UW La Crosse affirmative action/equal employment opportunity (AA/EEO) programs, act as Americans with Disabilities Act (ADA) Coordinator, Title IX Coordinator, Multicultural/Disadvantaged Coordinator, and oversee diversity strategic planning.
- Supervised the Campus Climate Office that is responsible for facilitating programs that improve the campus climate and diversity awareness for students and staff, and improving the work/life issues related to UW-L employees.
- Directed and facilitated the implementation of *Plan 2008: Educational Quality Through Racial and Ethnic Diversity*, diversity strategic planning, development, training, and coordination, disability services and ADA, and faculty and staff equal opportunity training, including training workshops on disability, gender and racial/ethnic discrimination, sexual harassment, sexual orientation, and Title IX.
- Monitored compliance with policies regarding affirmative action and equal opportunity, and recommends corrective measures in instances of non-compliance.
- Prepared a number of AA/EEO related reports, including the annual UW-L Affirmative Action Program, the State of Wisconsin Affirmative Action Plan - Classified Component (submitted to the Department of Employment Relations every two and one-half years), University of Wisconsin System's Minority/Disadvantaged Annual Report, and other miscellaneous compliance reports. Consults with other campus offices on the compilation of data and preparation of other reports related to affirmative action or equal employment opportunity.
- Responsible for Title IX, Section 504, and ADA that included coordination, implementation of all policies, and staff training of Title IX and Section 504/ADA compliance efforts and investigation of any grievance or complaints based on these statutory requirements.
- Analyzed the present employment of women, minorities, and persons with disabilities for compliance with the university's affirmative action plan.
- Worked cooperatively within the campus community to coordinate the establishment and monitoring of goals and timetables for the hiring and promotion of women and minorities.
- Assisted departments and units including HR, in developing salary, award, admission, recruitment, and promotion policies and procedures to ensure equitable treatment for

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women, minorities and individuals with disabilities, as well as compliance with federal and state regulations.

- Received, investigated, and resolved or otherwise recommended to the chancellor the disposition of discrimination and sexual harassment complaints by students, faculty, and staff.
- Initiate proposals for new or revised affirmative action-related policies.

### **Graduate Faculty – Masters of Education Professional Development; University of Wisconsin – La Crosse – Lacrosse, Wisconsin. August, 2006 – July, 2008.**

- Developed and instructed courses for K-12 teachers through this graduate program that included curriculum development, teaching, and assessment. Students learned practical skills that will be immediately applicable to their work setting and tied to school district's goals.

### **Graduate Faculty – College Student Development Administration; University of Wisconsin - La Crosse - La Crosse, Wisconsin. September, 2004 – July, 2008.**

- Developed and instructed *Organizational Theory and Behavior SDA 740*. The graduate course provided students an understanding of current organizational theory including how to solve organizational problems, mechanisms for problem solving and decision making, methods of communication within an organization and types of organizational structures.

### **Assistant to the Chancellor for Minority Affairs - Executive Division; University of Wisconsin - Platteville - Platteville, Wisconsin. July, 1988 – June, 1997.**

- Assisted the Chancellor in leading and monitoring University of Wisconsin-Platteville's implementation of the UW System "*Design for Diversity*," which incorporates effectiveness and accountability for comprehensive improvement of multicultural education. Participated with the Chancellor's cabinet in the discussion and development of policies, including budget requests.
- Aspired with the Chancellor, Provost, Academic Deans, Directors, and Department Chairpersons to increase the successful hiring and participation of underrepresented faculty, staff, and students in all aspects of university life.
- Ensured a positive, supportive environment for racial and ethnic minorities, women, and other protected categories of faculty, staff, and students.
- Monitored and has the authority, in conjunction with the appropriate deans, to impact the university's efforts to enroll and retain a culturally diverse student body and the recruitment and retention of underrepresented faculty and staff.

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- Educated the community leaders to develop a plan to insure a supportive environment for culturally diverse faculty, staff, and students in the tri-state region.
- Arranged the evaluation and review of UWP minority programs--provided reports for the Chancellor on this process. Prepared the Chancellor's annual reports to the UW System's President concerning the implementation status of *Design for Diversity's* goals.
- Facilitated and monitored with the Assistant to the Chancellor for Affirmative Action and Women Services the hiring goals for women and minority faculty and academic staff. Developed and conducted educational programming for faculty, staff, and students aimed at both the identification and prevention of discriminatory treatment.
- Authored and implemented the *University of Wisconsin - Platteville's Codes of Student and Employee Non-Discriminatory Conduct Policy and Procedures*. Conducted exit interviews with protected class employees who resigned or were terminated and conveyed findings to the appropriate Department Chairpersons, College Deans, Provost, and/or Chancellor.

### **Director of Multi-Cultural Services - Student Affairs Division; University of Wisconsin - Platteville - Platteville, Wisconsin. July, 1988 – June, 1997.**

- Planned, programmed, directed, delegated, budgeted, evaluated, and supervised staff within Multi-Cultural Services and University Tutoring Services. Multi-Cultural Services is comprised of summer precollege programs, extensive year round recruitment activities, and intrusive academic retention services. Served as a resource or consultant to individuals or groups within the Tri-State region.
- Collected and interpreted data regarding students of color's enrollment, retention, and academic progress. Evaluated needs and interests of students regarding educational and social programming.
- Counseled the Director of Financial Aid in obtaining and awarding funds for the Advanced Opportunity Program, Lawton Undergraduate Minority Retention Grants, Minority Teacher Loans, Pilot Tuition Program, and the Demonstration Retention funds.
- Provided individual counseling to faculty, staff, and students in regards to academic, personal, and cultural community issues.
- Devised a network system of computers and various software packages to transform the departments of Minority Affairs, Multi-Cultural Services, University Tutoring Services, and Minority Precollege Programs into a highly efficient computerized organization.

### **Director of Ethnic Studies Program - College of Liberal Arts and Education; University of Wisconsin - Platteville - Platteville, Wisconsin. June, 1994 – June, 1997.**



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- Produced the conceptual model for a comprehensive University's Ethnic Studies Program and stimulated within the Ethnic Studies Program a required common experience introductory course for undergraduate students.
- Departmental Chairperson with the administrative duties and responsibilities to offer academic classes for undergraduate students. The department was comprised of one Associate Professor, Coordinator, and a Program Assistant. Chaired the Ethnic Studies Program Council and representative of the Women Studies Program Council.

### **Coordinator of Minority Student Programs and Residence Hall Director - Student Life Division; Luther College - Decorah, Iowa. August 1985 - June, 1988.**

- Administered the minority recruitment and retention programs. Advised minority students and assisted with transition into the Luther community. Generated and executed a comprehensive institutional plan for diversity.
- Responsible for 750 residents within coeducational residence halls. Supervised 40 resident assistants and authorized organized floor, building, campus educational programming, and hall government. Provided counseling, crisis intervention, policy enforcement, and resource referral for students and the Office of Residence Life. Coordinated and evaluated staff training, in-service education, and staff performance.

### **OTHER EXPERIENCE**

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#### **Teaching Assistantship - Office of Special Support Services - The University of Iowa - Iowa City, Iowa. August, 1983 - September, 1984.**

- Advised undergraduate students regarding class schedules; interviewed and counseled students on academic probation and assisted with supervision of peer counselors.

#### **Teaching Assistantship - Office of New Dimensions in Learning - The University of Iowa - Iowa City, Iowa. September, 1984 - August, 1985.**

- Advised undergraduate students regarding class schedules and offered tutorial assistance for mathematics, science, and language difficulties. Active involvement with all aspects of the Special Support Program (TRIO) under the direct supervision of the Associate Director of Special Support Services.

#### **Paraprofessional Placement - Office of Campus Programs and Student Activities - The University of Iowa - Iowa City, Iowa. September, 1984 - January, 1985.**

- Advised the University of Iowa Student Association and University of Iowa Student Association Elections Board, coordinated mid-year Student Senate elections. Developed and presented educational leadership programs. Advised student organizations in the

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development, presentation, and evaluation of programs on the University of Iowa campus.

### **Paraprofessional Placement - Office of Advancement and Alumni Services - The University of Iowa - Iowa City, Iowa. September, 1983 - June, 1985.**

- Worked within the Public Relations and Fundraiser Division at the University of Iowa Foundation as a phone telethon assistant. Assisted the Assistant Director of the University Foundation with special projects, in particular the Hancher Auditorium Foundation Project.

### **UNIVERSITY & COMMUNITY INVOLVEMENT (1988 – Present)**

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#### **University of Wisconsin – Stevens Point’s Involvement**

##### **UW System:**

- Convener of UW System group: Senior Student Affairs Officers
- Representative on UW System President Search/Screen Committee
- Member of the UW System President’s Taskforce on Sexual Violence and Harassment
- Served on the Search and Screen Committee for UW System Student Affairs’ Academic Planner
- Served on the 2013 UW Board of Regents Diversity Awards Committee

##### **Selected Community Relations:**

- Old Main Neighborhood Association support and collaboration
- Teen Leadership Portage County
- Active University representative for the City of Stevens Point’s Fourth of July and Holiday Parades
- Worked with Summer Special Olympics to keep them at UWSP – cost savings initiatives
- Member of the Board of Directors, United Way of Portage County
- Member of the AODA Portage County Board
- Member of the Stevens Point’s Rotary Club
- Co-Chair of the Alcohol and Other Drug Task Force with the mayor of Stevens Point

##### **Selected Achievements:**

- Inductee of the National Residence Hall honorary Society
- Certificate of Achievement for the Indiana University Lilly Family School of Philanthropy: The Fund Raising School

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- Recipient of the 2015 University of Iowa's Albert B. Hood Outstanding Alumna/Alumnus Award
- Outstanding Student Organization Advisor/Mentor for Associated Student Eastern Washington University
- Phi Eta Sigma honorary member
- Gates Millennium Scholar Alumnus
- American Association of State Colleges and Universities' Millennium Leadership Initiative participant

## **Eastern Washington University's Involvement**

### **Eastern Washington University's Student Committees:**

- Review and Proposal Committee
- Service and Activity Fee Committee
- Student Union Board of Control
- University Recreation Center Advisory Council
- Associated Student Eastern Washington University Council

### **Eastern Washington University's Advisory Committees:**

- Military Affairs Advisory Committee
- LGBTQ Advisory Committee
- Campus Alert Team
- Leadership Certificate Advisory Board
- University Recreation Center Governance Board
- Assessment, Institutional Effectiveness, and Accountability Committee

## **University of Wisconsin – LaCrosse's Involvement**

### **Faculty Governance:**

- Member of Joint Budget and Planning Committee
- Executive Committee Member of UW-La Crosse's Strategic Planning

### **Academic Staff Governance:**

- Chairperson of Academic Staff Senate
- Vice-Chair of Academic Staff Senate
- Chairperson of the Resource Planning Council
- Member of the Faculty Senate

**Chancellor's Designee:**

- Self-Study Steering Committee Member of North Central Association Accreditation
- University of Wisconsin-La Crosse's Minority/Disadvantaged Coordinator
- University of Wisconsin-La Crosse's American Disability Act Coordinator
- University of Wisconsin-La Crosse's Title IX Coordinator
- University of Wisconsin-La Crosse's Inclusivity Point Person
- University of Wisconsin System's Inclusivity Advisory Committee
- University of Wisconsin System's President Disability Awareness Commission
- Chairperson of Affirmative Action and Diversity Council
- Ex-Officio of the Joint Minority Affairs Committee
- Ex-Officio of Women Advisory Board
- Ex-Officio of Individual Disability Advisory Council
- Ex-Officio of Gay, Lesbian, Bisexual, and Transgender Council

**University of Wisconsin - Platteville's Involvement**

- University of Wisconsin-Platteville's Minority/Disadvantaged Coordinator
- Chairperson of the Minority Affairs Council
- Chairperson of University's Affirmative Action Committee
- Chairperson of the Celebrate Diversity Committee
- Chairperson of the City of Platteville Cultural Exchange Forum
- Chairperson of the Director of the Ethnic Studies Program Search and Screen Committee
- Chairperson of the Assistant Chancellor for Student Affairs Search and Screen Committee
- Administrative Representative for Segregated University Fees Allocation Committee
- Administrative Representative for Search and Screen Committee for the Assistant Chancellor for Advancement
- Administrative Representative for Search and Screen Committee for the Dean for Liberal Arts and Education
- Administrative Representative for Search and Screen Committee for the Assistant Chancellor of Student Affairs